

**IN THE UNITED STATES PATENT AND TRADEMARK OFFICE**

**DECLARATION FOR PATENT APPLICATION**

As a below named inventor, I hereby declare that:

My residence, post office address and citizenship are as stated below next to my name.

I believe I am an original, first and joint inventor of the subject matter which is claimed and for which a patent is sought on the invention entitled:

**CHANGE MANAGEMENT SYSTEM**

the specification of which is attached hereto.

In the event that the filing date and/or Application No. are not entered above at the time I execute this document, and if such information is deemed necessary, I hereby authorize and request my attorneys/agent(s) at **Rader, Fishman & Grauer PLLC**, 39533 Woodward Avenue, Suite 140, Bloomfield Hills, Michigan 48304, to insert above the filing date and/or Application No. of said application.

I hereby state that I have reviewed and understand the contents of the above identified specification, including the claims, as amended by an amendment, if any, specifically referred to herein.

I acknowledge the duty to disclose all information known to me that is material to patentability in accordance with Title 37, Code of Federal Regulations, § 1.56.

**FOREIGN PRIORITY CLAIM**

I hereby claim foreign priority benefits under Title 35, United States Code § 119(a)-(d) of any foreign application(s) for patent or inventor's certificate listed below and have also identified below any foreign application for patent or inventor's certificate having a filing date before that of the application on which priority is claimed:

- no such foreign applications have been filed
- such foreign application have been filed as follows:

EARLIEST FOREIGN APPLICATION(S), IF ANY FILED WITHIN 12 MONTHS  
(6 MONTHS FOR DESIGN) PRIOR TO THIS U.S. APPLICATION

Application Number	Country	Date of Filing	Priority Claimed Under 35 USC 119
			___ Yes ___
			___ Yes ___
			___ Yes ___

ALL FOREIGN APPLICATION(S), IF ANY FILED MORE THAN 12 MONTHS  
(6 MONTHS FOR DESIGN) PRIOR TO THIS U.S. APPLICATION

Application Number	Country	Date of Filing

CLAIM FOR BENEFIT OF EARLIER U.S. PROVISIONAL APPLICATIONS

I hereby claim priority benefits under Title 35, United States Code §119(e), of any United States provisional patent application(s) listed below:

no such U.S. provisional applications have been filed.  
 Such U.S. provisional application have been filed as follows:

Application Number	Date of Filing	Priority Claimed Under 35 USC 119
		___ Yes ___
		___ Yes ___
		___ Yes ___

CLAIM FOR BENEFIT OF EARLIER U.S./PCT APPLICATION(S)

I hereby claim the benefit under Title 35, United States Code, §120 of the United States application(s) listed below and, insofar as the subject matter of each of the claims of this application is not disclosed in the prior United States application in the manner provided by the first paragraph of Title 35, United States Code, §112, I acknowledge the duty to disclose all information that is material to patentability in accordance with Title 37, Code of Federal Regulations, §1.56 which became available to me between the filing date of the prior application and the national or PCT international filing date of this application:

no such U.S./PCT applications have been filed.

such U.S./PCT application have been filed as follows:

Application Number	Date of Filing	Status (Patented/Pending/Abandoned)

I hereby declare that all statements made herein of my own knowledge are true and that all statements made on information and belief are believed to be true; and further that these statements were made with the knowledge that willful false statements and the like so made are punishable by fine or imprisonment, or both, under Section 1001 of Title 18 of the United States Code and that such willful false statements may jeopardize the validity of the application or any patent issued thereon.

I hereby appoint the following practitioner(s) to prosecute this application and transact all business in the Patent and Trademark Office connected herewith.

APPOINTED PRACTITIONER(S)	REGISTRATION NUMBER(S)
Glenn E. Forbis	40,610

I hereby appoint the practitioner(s) associated with **Customer Number 10291** to prosecute this application and transact all business in the Patent and Trademark Office connected herewith.

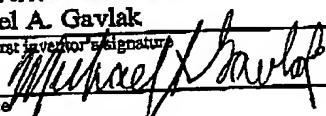
Please mail all correspondence to Glenn E. Forbis, whose address is:

**Rader, Fishman & Grauer PLLC**  
39533 Woodward Avenue  
Suite 140  
Bloomfield Hills, Michigan 48304

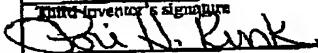
Please direct telephone calls to: Glenn E. Forbis at (248) 594-0636.

Please direct facsimiles to: (248) 594-0610

Attorney Docket No. DP308882 (65899-0685)

Full name of sole or first inventor <b>Michael A. Gavlak</b>	Date
Sole or first inventor's signature 	6/25/03
Residence <b>Buffalo, New York</b>	
Citizenship <b>US</b>	
Mailing Address <b>80 Livingston Street Buffalo, New York 14213-1653</b>	

Full name of second inventor, if any <b>Michael D. Marra</b>	Date
Second inventor's signature 	25-JUN-03
Residence <b>Commerce Twp., Michigan</b>	
Citizenship <b>US</b>	
Mailing Address <b>1015 Seager Drive Commerce Twp., Michigan 48390</b>	

Full name of third inventor, if any <b>Lori H. Runk</b>	Date
Third inventor's signature 	26 JUNE 03
Residence <b>North Tonawanda, New York</b>	
Citizenship <b>US</b>	
Mailing Address <b>4684 Kriston Lane North Tonawanda, New York 14120</b>	

Full name of fourth inventor, if any	
Fourth inventor's signature	Date
Residence	
Citizenship	
Mailing Address	